



**COUNTY OF HENRICO  
DEPARTMENT OF FINANCE  
PURCHASING DIVISION  
CONTRACT EXTRACT  
NOTICE OF RENEWAL**

DATE:	August 31, 2024
CONTRACT COMMODITY/SERVICE: <i>(include contracting entity if cooperative)</i>	Speech Therapy Services
CONTRACT NUMBER:	2183D
COMMODITY CODE:	948.86
CONTRACT PERIOD:	September 1, 2024 through August 31, 2025
RENEWAL OPTIONS:	One (1) one-year renewal option through 2026
USER DEPARTMENT:	Schools
Contact Name:	Kennedy Vengalia
Phone Number:	804-652-3640
Email Address:	<a href="mailto:kmwilliams@henrico.k12.va.us">kmwilliams@henrico.k12.va.us</a>
HENRICO COOPERATIVE TERMS INCLUDED:	Yes
SUPPLIER: Name:	Therapy Resources Inc.
Address:	11030 Richardson Road, Suite B-13
City, State:	Ashland, VA 23005
Contact Name:	Debra Powell-Roberts
Phone Number:	804-798-8043
Email address:	<a href="mailto:dprtri@gmail.com">dprtri@gmail.com</a>
ORACLE SUPPLIER NUMBER:	10257
BUSINESS CATEGORY:	Women-Owned
PAYMENT TERMS:	Net 45
DELIVERY:	As needed and requested
FOB:	County of Henrico
BUYER: Name:	Eileen M. Falcone CPPB
Title:	Procurement Manager
Phone:	804-501-5637
Email:	<a href="mailto:Fal51@henrico.us">Fal51@henrico.us</a>

This contract is the result of a competitive solicitation issued by the Department of Finance, Purchasing Division. A requisition must be generated for all purchases made against this contract and the requisition must reference the contract number.

## 2024-25 PRICE SCHEDULE – CONTRACT NO. 2183D

Speech Language Pathologist (SLP-CCC))	\$72.62 per hour
Clinical Fellows (SLP-CF)	\$72.62 per hour with agency supervision
Clinical Fellows (SLP-CF)	\$73.15 per hour with HCPS supervision
Speech Assistants (SLPA)	\$64.47 per hour

### **SCOPE OF SERVICES**

#### **A. General Requirements**

The Successful Offeror(s) shall:

1. Design and implement a program of speech and language therapy utilizing appropriate intervention models. Students will be referred by the Exceptional Education department of HCPS. The workday cannot exceed 7.5 hours (37.5 hours per week) of service on any full/regular school day and no more than 4.0 hours of service for any early dismissal day without receiving prior approval from the Director of Exceptional Education, their designee, or Speech-Language Department Chair/ Lead Speech-Language Pathologist. Time spent during the 7.5 hours of service on assessments, meetings and report writing may be billable. HCPS will not reimburse for traveling to multiple sites;
2. Serve students (male and female) who are speech and language impaired and exceptional education students with speech and language as a related service;
3. Provide services during the weekdays, Monday through Friday, throughout the school year, consistent with the HCPS calendar for the 2021-2022 school year and subsequently approved calendars. Calendars are posted on the HCPS website at [henricoschools.us](http://henricoschools.us);
4. Provide services for the length of treatment determined by the student's IEP and;
5. Provide a program that consist of individualized attention for each student to increase his/her speech/language skills. The program shall provide the appropriate level of special education services according to a student's IEP developed by HCPS.
  - a. The program and its staff shall comply with all Virginia Department of Education (VDOE) regulations, laws and policies covering alternative educational programs and special educational programs for children with disabilities.
  - b. Educational services shall be designed so that each student with a disability receives services following initial enrollment. The hours and length of services shall be based on the student's behavior, both in and out of the program, and incorporated in the IEP.
6. HCPS shall provide the Successful Offeror(s), upon referral, current student files.



7. All components of the services to be received shall be reviewed and approved by a liaison from HCPS Exceptional Education department. These components include, but are not limited to the students' Individualized Education Program (IEP), behavior management plan, intervention policies, educational program and service delivery and documentation of services.

B. Specific Requirements

The Successful Offeror(s) shall:

1. Provide case management services while students are enrolled in the program to include contact and coordination of services with the liaison from the Exceptional Education department of HCPS. Case management shall include all reporting procedures required by HCPS, including completion of 4 ½ week interims if required, nine-week updates of IEP's and end-of-the-year reports. Student assessments shall be conducted as directed by the Exceptional Education department of HCPS. Case management shall also include quarterly communication of progress, observations, evaluation summary and any other matters regarding the enrollee's scholastic status to the parents and the liaison;
2. Provide crisis intervention services as needed to the students and families while the student is in attendance at the program or is receiving services;
3. Support development and implementation of behavior management with specific expectations as determined by HCPS, school, and individual student plan;
4. Report any serious incidents, as defined by the HCPS Code of Student Conduct, to the on-site Principal or designee;
5. Conduct speech-language therapy services on-site in Henrico County Public Schools and also placement locations within normal school hours;
6. Observe the school closing guidelines for HCPS as reported by the local media due to inclement weather and;
7. Serve on the designed Child Study Team as the Speech-Language Pathologist for the Exceptional Education department. This shall include roles in the following capacities: assessment, case management, consultation with classroom teachers, therapeutic services and other duties as designated by the Director of Exceptional Education.

C. Offeror's Requirements

The Successful Offeror(s) shall:

1. Provide pathologist who are qualified and trained for the positions and duties to which they are assigned.
2. Be a firm regularly engaged as a provider of instruction, supervision, and management of speech and language therapy programs for students as described below:
  - a. Training in Communication Disorders;
  - b. Have at a minimum, a master's degree in Speech-Language Pathology;

- c. Preferred to have completed the clinical fellowship year and have secured their certificate of clinical competence. However, Clinical Fellows (SLP-CF) and Speech Assistants (SLPA) may be acceptable. Successful Offeror to provide qualified supervision for CF or receive lower rate if HCPS provides CF Supervision.
  - d. Experience working with families;
  - e. Minimum of one year working experience with preschool, elementary and secondary populations in speech-language pathology, unless the pathologist is a CF and;
  - f. Knowledge and understanding of a variety of assessment measures used to evaluate individuals suspected of having a speech and language impairment.
3. Provide to the Director of Exceptional Education, or their designee, copies of all appropriate licenses ( Department of Health Profession BASLP License) as well as the items listed below. The Successful Offeror (s) shall provide the following for each staff person who has direct contact with students. The requirements shall apply to all employees who have direct contact with students so long as the contract is in force. The required items are:
- a. Copies of Certificate of Clinical Competence (if applicable) and current driver's licenses for staff who operate vehicles as part of their job function are required for identified staff that will be assigned to this contract. Same information will be required for any future staff assigned to this contract after award of contract.
  - b. Security Background Investigation: At no cost to HCPS the Successful Offeror(s) or his/her employees performing services under the terms of the contract resulting from this solicitation shall undergo a security background investigation which, as a minimum, includes the following:
    - i. Fingerprint checks (State Police)
    - ii. Local agency checks (local police, sheriff department, etc.)
    - iii. Employment verification/references
    - iv. Verification of education and licensure where relevant to employment
    - v. Computer checks with the Virginia Criminal Information Network (VCIN) and Virginia Department of Motor Vehicles (DMV)
    - vi. Social Services: Child Abuse and Neglect Central Registry Search
  - c. Review of the reports of investigation to ensure that only those employees whose record(s) show no convictions or founded child protective service complaints for acts which would present a risk or threat to the students of HCPS are assigned as direct service providers. By submitting their proposal, Offerors certify that they understand this requirement, and if awarded a contract, they will comply. The Offerors further understand that failure to submit to any of the above requirements or failure to provide HCPS Director of Exceptional Education, or their designee, with an acceptable explanation of derogatory information obtained through the investigation is a breach of contract and can result in default action.

4. Provide a picture identification badge for each Speech-Language Pathologist that provides services to HCPS;
5. Designate in writing a coordinator to handle and assist in any and all problems concerning contract administration, communications, and relations with the Director of Exceptional Education or their designee;
6. Maintain the confidentiality of records in accordance with applicable laws and regulations; however, the Successful Offeror(s) shall provide complete access to said records to HCPS;
7. Document and report to the school principal or their designee, all serious incidents as defined and required by VDOE policies and procedures. A copy of the HCPS code of student conduct will be provided to the Successful Offeror(s) after contract award and;
8. Operate the program in conformance with all applicable federal, state, and local statutes and ordinances.
9. Without prior notification, all facilities and program services established under this contract shall be available for inspection and approval by those staff who have been authorized to inspect and monitor facilities and services by the Director of Exceptional Education or their designee. Any findings shall be submitted to the Successful Offeror(s) in writing, if requested. Corrective action shall be taken within a mutually agreed upon time frame. In addition, the Successful Offeror(s) will ensure access to any facility or program by any other agency carrying out its responsibilities of child protection.
10. Oversee the continuing education training of the Speech-Language Pathologists provided to HCPS.

D. Reporting and Invoicing Requirements

1. HCPS will provide a computer/laptop and access to a printer to be used by assigned Speech-Language Pathologist. Training for online documentation system will be provided by HCPS. Currently HCPS uses SEAS and DSCtop.
2. The Successful Offeror(s) shall maintain documentation of speech-language therapy service logs to include attendance, frequency/duration of service, therapy activities/modalities, progress toward IEP goals and communications for each contact.
3. Every nine weeks (or 4 ½ week interims if required), coordinated with the HCPS marking periods, the Successful Offeror(s) shall provide a written progress report on each student to the Director of Exceptional Education or their designee, that evaluates the student's progress in relation to his/her goals and benchmarks as identified in the IEP and specific accomplishments achieved during the reporting period.
4. The Successful Offeror(s) must provide a monthly invoice to HCPS Exceptional Education Department for review, approval, and payment. Invoices must include the location of service, pathologist's name, number of hours provided by date, brief description of activity-assessment and direct therapy.



COMMONWEALTH OF VIRGINIA  
**County of Henrico**

**Non-Professional Services Contract**  
**Contract No. 2183D**

This Non-Professional Services Contract (this "Contract") entered into this 18<sup>th</sup> day of August 2021, by Therapy Resources, Inc. (the "Contractor") and the County School Board of Henrico County, Virginia ("HCPS").

**WHEREAS** HCPS has awarded the Contractor this Contract pursuant to Request for Proposals No. 21-2183-6KMW, (the "Request for Proposals"), for Speech Therapy Services.

**WITNESSETH** that the Contractor and HCPS, in consideration of the mutual covenants, promises and agreements herein contained, agree as follows:

**SCOPE OF CONTRACT:** The Contractor shall provide the services to the HCPS as set forth in the Contract Documents.

**COMPENSATION:** The compensation HCPS will pay to the Contractor under this Contract shall be in accordance with Exhibit A.

**CONTRACT TERM:** The Contract term shall be for a period of one-year beginning August 15, 2021 and ending August 31, 2022. HCPS may renew the Contract for up to four one-year terms giving 30 days' written notice before the end of the term unless Contractor has given HCPS written notice that it does not wish to renew at least 90 days before the end of the term.

**CONTRACT DOCUMENTS:** This Contract hereby incorporates by reference the documents listed below (the "Contract Documents") which shall control in the following descending order:

1. This Non-Professional Services Contract between HCPS and Contractor.
2. The General Contract Terms and Conditions included in the Request for Proposals;
3. Contractor's Best and Final Offer dated July 19, 2021 (Exhibit A);
4. Contractor's Original Proposal dated June 21, 2021 (Exhibit B); and
5. The Scope of Services included in the Request for Proposals.

IN WITNESS WHEREOF, the parties have caused this Contract to be duly executed intending to be bound hereby.

Therapy Resources, Inc.  
11030 Richardson Road, Suite B-13  
Ashland, VA 23005

Signature

Debra Powell-Roberts

Printed Name and Title

8/13/21

Date

County School Board of Henrico County, Virginia  
406 Dabbs House Road  
Henrico, VA 23223

Signature

Oscar Knott

Purchasing Director

8/18/21

Date

**APPROVED AS TO FORM**

Myssa O'Brien 8-13-21

ASSISTANT COUNTY ATTORNEY

EXHIBIT A

ATTACHMENT A  
BAFO Pricing

Fixed Hourly Rate for Speech Language Pathologist (SLP):

\$ 66.44

Optional:

Fixed Hourly Rate for Clinical Fellows (SLP-CF):

\$ 64.44 (68 if HCPS provided supervision)

Fixed Hourly Rate for Speech Assistants (SLPA):

\$ 39



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# Therapy Resources

*Moving rehab forward.*

June 22, 2021

Mr. Oscar Knott, CPP, CPPO, VCO  
Purchasing Director  
County of Henrico  
8600 Staples Mill Road  
P.O. Box 90775  
Henrico, VA 23228

Mr. Knott;

Enclosed is the RFP for speech services. The purpose of this proposal is to present Henrico County Public Schools with an overview of Therapy Resources, Inc., and their ability to provide speech services.

Sincerely,

Debra Powell-Roberts, OTR/L  
President



## ATTACHMENT A PROPOSAL SIGNATURE SHEET

My signature certifies that the proposal as submitted complies with all requirements specified in this Request for Proposal ("RFP") No. 21-2183-6KMW Speech Therapy Services.

My signature also certifies that by submitting a proposal in response to this RFP, the Offeror represents that in the preparation and submission of this proposal, the Offeror did not, either directly or indirectly, enter into any combination or arrangement with any person or business entity, or enter into any agreement, participate in any collusion, or otherwise take any action in the restraining of free, competitive bidding in violation of the Sherman Act (15 U.S.C. Section 1) or Sections 59.1-9.1 through 59.1-9.17 or Sections 59.1-68.6 through 59.1-68.8 of the Code of Virginia.

I hereby certify that I am authorized to sign as a legal representative for the business entity submitting this proposal.

LEGAL NAME OF OFFEROR (DO <u>NOT</u> USE TRADE NAME):	
Therapy Resources, Inc.	
ADDRESS:	
11030 Richardson Road Suite: B-13	
Ashland, Va 23005	
FEDERAL ID NO:	
54-168-7440	
SIGNATURE:	
Debra Powell-Roberts	
NAME OF PERSON SIGNING (PRINT):	
Debra Powell-Roberts	
TITLE:	
President	
TELEPHONE:	
(804) 798-8043	
FAX:	
(804) 798-8045	
EMAIL ADDRESS:	
dprtri@gmail.com	
DATE:	
June 21, 2021	



**ATTACHMENT B**  
**BUSINESS CATEGORY CLASSIFICATION FORM**

Company Legal Name: Therapy Resources, Inc  
This form completed by: Signature: [Signature] Title: President  
Date: June 21, 2021

PLEASE SPECIFY YOUR BUSINESS CATEGORY BY CHECKING THE APPROPRIATE BOX(ES) BELOW.

(Check all that apply.)

- ☒ SMALL BUSINESS  
☒ WOMEN-OWNED BUSINESS  
☐ MINORITY-OWNED BUSINESS  
☐ SERVICE-DISABLED VETERAN  
☐ EMPLOYMENT SERVICES ORGANIZATION  
☐ NON-SWaM (Not Small, Women-owned or Minority-owned)

**SUPPLIER REGISTRATION** – The County of Henrico encourages all suppliers interested in doing business with the County to register with eVA, the Commonwealth of Virginia's electronic procurement portal, <http://eva.virginia.gov>.

eVA Registered? ☒ Yes ☐ No

If certified by the Virginia Minority Business Enterprises (DMBE), provide DMBE certification number and expiration date.  
\_\_\_\_\_ NUMBER \_\_\_\_\_ DATE

**DEFINITIONS**

For the purpose of determining the appropriate business category, the following definitions apply:

**"Small business"** means a business, independently owned and controlled by one or more individuals who are U.S. citizens or legal resident aliens, and together with affiliates, has 250 or fewer employees, or annual gross receipts of \$10 million or less averaged over the previous three years. One or more of the individual owners shall control both the management and daily business operations of the small business.

**"Women-owned business"** means a business that is at least 51 percent owned by one or more women who are U.S. citizens or legal resident aliens, or in the case of a corporation, partnership, or limited liability company or other entity, at least 51 percent of the equity ownership interest is owned by one or more women who are U.S. citizens or legal resident aliens, and both the management and daily business operations are controlled by one or more women.

**"Minority-owned business"** means a business that is at least 51 percent owned by one or more minority individuals who are U.S. citizens or legal resident aliens, or in the case of a corporation, partnership, or limited liability company or other entity, at least 51 percent of the equity ownership interest in the corporation, partnership, or limited liability company or other entity is owned by one or more minority individuals who are U.S. citizens or legal resident aliens, and both the management and daily business operations are controlled by one or more minority individuals.

**"Minority individual"** means an individual who is a citizen of the United States or a legal resident alien and who satisfies one or more of the following definitions:

1. "African American" means a person having origins in any of the original peoples of Africa and who is regarded as such by the community of which this person claims to be a part.

2. "Asian American" means a person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands, including but not limited to Japan, China, Vietnam, Samoa, Laos, Cambodia, Taiwan, Northern Mariana Islands, the Philippines, a U.S. territory of the Pacific, India, Pakistan, Bangladesh, or Sri Lanka and who is regarded as such by the community of which this person claims to be a part.

3. "Hispanic American" means a person having origins in any of the Spanish-speaking peoples of Mexico, South or Central America, or the Caribbean Islands or other Spanish or Portuguese cultures and who is regarded as such by the community of which this person claims to be a part.

4. "Native American" means a person having origins in any of the original peoples of North America and who is regarded as such by the community of which this person claims to be a part or who is recognized by a tribal organization.

**"Service disabled veteran business"** means a business that is at least 51 percent owned by one or more service disabled veterans or, in the case of a corporation, partnership, or limited liability company or other entity, at least 51 percent of the equity ownership interest in the corporation, partnership, or limited liability company or other entity is owned by one or more individuals who are service disabled veterans and both the management and daily business operations are controlled by one or more individuals who are service disabled veterans.

**"Service disabled veteran"** means a veteran who (i) served on active duty in the United States military ground, naval, or air service, (ii) was discharged or released under conditions other than dishonorable, and (iii) has a service-connected disability rating fixed by the United States Department of Veterans Affairs.

**"Employment services organization"** means an organization that provides community-based employment services to individuals with disabilities that is an approved Commission on Accreditation of Rehabilitation Facilities (CARF) accredited vendor of the Department of Aging and Rehabilitative Services.



**ATTACHMENT C**  
**Virginia State Corporation Commission (SCC)**  
**Registration Information**

**The Offeror:**

☒ is a corporation or other business entity with the following SCC identification number:  
04176459 -OR-

☐ is not a corporation, limited liability company, limited partnership, registered limited liability partnership, or business trust -OR-

☐ is an out-of-state business entity that does not regularly and continuously maintain as part of its ordinary and customary business any employees, agents, offices, facilities, or inventories in Virginia (not counting any employees or agents in Virginia who merely solicit orders that require acceptance outside Virginia before they become contracts, and not counting any incidental presence of the Bidder in Virginia that is needed in order to assemble, maintain, and repair goods in accordance with the contracts by which such goods were sold and shipped into Virginia from Bidder's out-of-state location) -OR-

☐ is an out-of-state business entity that is including with this bid/proposal an opinion of legal counsel which accurately and completely discloses the undersigned Bidder's current contracts with Virginia and describes why those contracts do not constitute the transaction of business in Virginia within the meaning of §13.1-757 or other similar provisions in Titles 13.1 or 50 of the Code of Virginia.

Please check the following box if you have not checked any of the foregoing options but currently have pending before the SCC an application for authority to transact business in the Commonwealth of Virginia and wish to be considered for a waiver to allow you to submit the SCC identification number after the due date for bids: ☐



# ATTACHMENT D

## PROPRIETARY/CONFIDENTIAL INFORMATION IDENTIFICATION

NAME OF OFFEROR: Therapy Resources, Inc

Trade secrets or proprietary information submitted by an Offeror shall not be subject to public disclosure under the Virginia Freedom of Information Act; however, the Offeror must invoke the protections of Va. Code § 2.2-4342(F) in writing, either before or at the time the data or other materials are submitted. The Offeror must specifically identify the data or materials to be protected including the section(s) of the proposal in which it is contained and the pages numbers, and state the reasons why protection is necessary. A summary of trade secrets and proprietary information submitted shall be submitted on this form. The proprietary or trade secret material submitted must be identified by some distinct method such as highlighting or underlining and must indicate only the specific words, figures, or paragraphs that constitute trade secret or proprietary information. Va. Code § 2.2-4342(F) prohibits an Offeror from classifying an entire proposal, any portion of a proposal that does not contain trade secrets or proprietary information, line item prices, or total proposal prices as proprietary or trade secrets. If, after being given reasonable time, the Offeror refuses to withdraw such classification(s), the proposal will be rejected.

SECTION/TITLE	PAGE NUMBER(S)	REASON(S) FOR WITHHOLDING FROM DISCLOSURE
Personnel Documents	13-53	Potential therapists / customers
References	54-55	↓



**ATTACHMENT F**  
**DIRECT CONTACT WITH STUDENTS**

Name of Bidder: Therapy Resources, Inc.

Pursuant to Va. Code § 22.1-296.1, as a condition of awarding a contract for the provision of services that require the contractor or employees of the contractor to have direct contact with students on school property during regular school hours or during school-sponsored activities, the contractor shall provide certification of whether any individual who will provide such services has been convicted of any violent felony set forth in the definition of barrier crime in subsection A of Va. Code § 19.2-392.02; any offense involving the sexual molestation, physical or sexual abuse, or rape of a child; or any crime of moral turpitude.

Any individual making a materially false statement regarding any such offense is guilty of a Class 1 misdemeanor and, upon conviction, the fact of such conviction is grounds for the revocation of the contract to provide such services and, when relevant, the revocation of any license required to provide such services.

As part of this submission, I certify the following:

- ☒ None of the individuals who will be providing services that require direct contact with students on school property during regular school hours or during school-sponsored activities have been convicted of a violent felony set forth in the definition of "barrier crime" in Va. Code § 19.2-392.02(A); an offense involving the sexual molestation, physical or sexual abuse, or rape of a child;

And (select one of the following)

- ☒ None of the individuals who will be providing services that require direct contact with students on school property during regular school hours or during school-sponsored activities have been convicted of any felony or any crime of moral turpitude.

or

- ☐ One or more individuals who will be providing services that require direct contact with students on school property during regular school hours or during school-sponsored activities has been convicted of a felony or crime of moral turpitude that is not set forth in the definition of "barrier crime" in Va. Code § 19.2-392.02(A) and does not involve the sexual molestation, physical or sexual abuse, or rape of a child. (In the case of a felony conviction meeting these criteria, the contractor must submit evidence that the Governor has restored the individual's civil rights.).

Debra Powell-Roberts  
Signature of Authorized Representative

Debra Powell-Roberts  
Printed Name of Authorized Representative

Therapy Resources, Inc  
Printed Name of Vendor  
(if different than Representative)



## **SCOPE OF SERVICE**

TRI shall provide the following services (both general and specific):

- Providing speech language pathology services to Speech and Language impaired and Exceptional Education students, male and female with speech and language as a related service, identified by the Exceptional Education and Federal Programs departments of Henrico County Public Schools.
- Completing and maintaining complete and accurate documentation as required by law, division policy and administrative regulations.
- Developing and modifying individualized education plans for all identified students for the 2021-2022 school year.
- Implements appropriate therapy based on IEP goals, with specific considerations regarding hours and length of service based on students behavior, both in and out of the program.
- Serving on the multi-disciplinary committees, child study, eligibility; and IEP meetings.
- Attending and participating in ongoing educational opportunities to increase therapist's knowledge base and skills, as requested.
- Provide in-service educational and serving as a consultant to teachers, parents, and staff related communicative sciences and disorders to better serve the student population.
- Comply with all VDOE regulations and guidelines covering alternate educational programs and with regulations governing special educational programs for children with disabilities.
- Complete Medicaid billing therapy notes as per plan of care, as needed.
- Provide case management services, crisis intervention and a behavior management system to students enrolled in the program or are receiving services.
- Provide services only in Henrico facilities within normal business hours.



- Report any incidents as defined by the Code of Student Conduct.
- Perform other duties as assigned by the principal and/or Director of Special Education/ Lead SLP.
- SLP services shall be provided Monday through Friday throughout the school year consistent with the Henrico County Public Schools calendar and hours for the 2021-2022 school year and subsequently approved calendars beginning August 30, 2021.
- Daily hours not to exceed 7.5 hours of service or any regular day and no more than 4 hours of service for any early dismissal day without receiving prior approval from either the Director of Exceptional Education or Dept Chair/Lead SLP.
- Therapist shall observe and follow Henrico County Public Schools inclement weather policy.

## **BUSINESS HEALTH SUMMARY**

- Therapy Resources, Inc. has been in business for 28 years under the same name and management.



## COMPANY OVERVIEW

Therapy Resources, Inc. a Virginia based company has provided rehab staff (PTs, OTs, and SLPs) to over 25 school systems throughout Virginia.

TRI has been involved in school based services for the past 28 years. The following is a detailed list of school systems and duration of contracts.

<u>School Systems/ Private Placements</u>	<u>Duration of Contract</u>	<u>Type of Services</u>
Bedford County	4 years	SLP
Caroline County	2 years	SLP & OT
Charles City County	18 years	SLP
Charter House	6 years including current contract	OT and SLP
Cumberland County	5 years	OT
Dinwiddie County	3 years	SLP
Dooley School	6 years            OT	
Essex County	1 year	SLP
Faison School	6 years including current contract	OT
Gloucester County	1 year	SLP
Grafton Schools	5 years	SLP & OT
Hampton Schools	1 year	SLP
Hanover County	2 years	SLP & OT
Henrico County	13 years including current contract	SLP (OT for 1 year)
Hopewell City Schools	1 year	OT
James City County	3 years	SLP
King and Queen County	25 years including current contract	SLP, OT, and PT
King William County	6 years including current OT contract	OT, PT, SLP (5 years)
Louisa County	2 years	SLP
Lynchburg City	1 year	SLP
New Community	5 years	OT and SLP
New Kent County	3 years	SLP and OT
North Star	3 years	OT
Prince George County	6 years	SLP and OT (4 years)
Richmond Public Schools	18 years including current contract	SLP
Spotsylvania County	1 year	OT



## **STATEMENT OF COMPANY QUALIFICATIONS**

- Therapy Resources Inc. is a therapist owned company backed by 44 years of experience in development and management in the rehab field. TRI was founded 28 years ago by Debra Powell-Roberts, an occupational therapist and a Richmond native.
- TRI's office is located in Ashland, Virginia and serves as the central location for all contracts. Debra Powell-Roberts continues to work for the company as a PRN occupational therapist as well as serves as the liaison between TRI and the placement sites regarding continual negotiations, policies, procedures; and other management issues.
- The Director of Operations, Jennifer Redmond, has been with the company for 21 years. She serves as the liaison between the therapists and placement site and is responsible for all day to day operations.



## **PERSONNEL QUALIFICATIONS**

- Speech/Language Pathologist(s) have graduated from an accredited institution and earned a Master's Degree in Speech/Language Pathology.
- Speech/Language Pathologist(s) hold a current license issued by the Virginia
- Board of Examiners for Audiology and Speech/Language Pathology.
- Speech/Language Pathologist(s) follow the Code of Ethics of the American Speech/Language Hearing Association at all times.
- Speech/Language Pathologist(s) participate in clinical continuation demonstrate proficiency in all areas of practice in which they perform.
- Speech Language Pathologist(s) working for TRI possess experience in school based practice either through direct work experience and have experience working with preschool, elementary and/or secondary school aged children in Speech Language Pathology and/or are eligible for CFY Placement.
- SLP Assistant(s) working for TRI will possess a Bachelor's in Communications Science and Disorders and will have experience in school based practice.

## **PERSONNEL DOCUMENTS**



## **Amanda Belding**

- Resume
- SLP License
- Background Check

Comments: Amanda Belding has been an employee of TRI and a contract SLP for Henrico County Public Schools for 5 years.



# AMANDA ASHBY BELDING

108 Branchview Circle, Richmond, VA 23229  
(804) 306-2823; AABELDING@YAHOO.COM

## Position Desired: Pediatric Speech-Language Pathologist

### Experience

- **HOMEBOUND MEDICAL CARE, MEMPHIS, TN; NASHVILLE, TN (July 1998-August 1999)**  
Worked on an interdisciplinary team providing services to adults with developmental disabilities in group home settings, conducted assessments for speech and language disorders in children birth to three years
- **THE GUARDIAN GROUP, CORDOVA, TN (September 1999-March 2000)**  
Team Leader of interdisciplinary team participating in collaborative assessment and treatment of adults with developmental disabilities in the community
- **PACIFIC AUTISM CENTER FOR EDUCATION (PACE), SUNNYVALE, CA (April 2000-July 2002)**  
Performed assessment and treatment of speech, language, oral-motor, and social language disorders in a non-public school setting. Responsibilities included writing and implementing IEPs, providing training to instructional aides and caregivers, development of TEACCH-based tasks and schedule systems for classrooms. Served as lead therapist starting June 2001 and supervised clinical fellow beginning August 2001.
- **ALAMANCE REGIONAL MEDICAL CENTER, BURLINGTON, NC (August 2002-May 2004)**  
Member of interdisciplinary team at the Outpatient Pediatric Rehabilitation Clinic. Performed assessment, diagnosis, and treatment of pediatric speech, language, fluency, oral-motor, and swallowing disorders for children ages 2-21.
- **REHABILITATION ASSOCIATES, RICHMOND, VA (April 2005-February 2007)**  
Worked part-time as a contract employee providing services within the Richmond City School System. Performed assessment and treatment for a variety of speech and language disorders for elementary age children. Responsibilities included writing and implementing IEPs and providing treatment and classroom collaboration with teachers and parents.

### Leadership and Volunteer Experience

- **TRINITY UNITED METHODIST CHURCH- (2004-present)**  
Volunteered in several capacities at Trinity United Methodist Church- working in nursery, teaching Sunday School (K-5 for 10 years), leader of Moms & More support group (2 years), co-leader of Vacation Bible School (2 years), head of Power Express Summer Sunday School (children ages 4 years-5<sup>th</sup> graders for 3 years), Lay Leadership committee (1 year).
- **AVALON RECREATION ASSOCIATION (2014-present)**  
Parent Representative for Avalon Swim Team (2 years), Current Board member and Aquatics Committee chair at Avalon Recreation Center.
- **MAYBEURY ELEMENTARY SCHOOL (2010- present)**  
Volunteered at Maybeury Elementary School as room parent (5 years), head of Staff Appreciation Committee (3 years), current PTA Secretary.



## Education

MASTER OF ARTS, AUDIOLOGY AND SPEECH PATHOLOGY, MAY 1998

*The University of Memphis, Memphis, TN*

BACHELOR OF ARTS, AUDIOLOGY AND SPEECH PATHOLOGY, MAY 1996

*The University of Tennessee, Knoxville, TN*

## Professional Activities

### MEMBERSHIP AND RELATED ACTIVITIES

- American Speech-Language Hearing Association, 1999 (# 12003434)
- Active state license for VA (# 2202004728)

### CONTINUING EDUCATION

- Oral-motor Assessment & Intervention/Oro-Facial Deep Tissue Release, Deborah Beckman, 1999
- Picture Exchange Communication System (PECS) Training, 2001
- TEACCH structured teaching model (5-day training)- sponsored by South Bay Autism Services, San Jose, CA, 2001
- Autism Spectrum Disorders- More Than Words, sponsored by the Hanen Centre, Sacramento, CA; 2001
- Inside Out- What Makes a Person with Social Cognitive Deficits Tick/Strategies to Run Social Thinking Groups, Michelle Garcia-Winner, Santa Clara, CA, 2002
- Apraxia In Children: Strategies for Physicians, Therapists, and Families- Charleston, SC, 2003
- Child-Directed Interventions for Children with ASD (9/2008)
- Nutrition Therapy for Children with Autism Spectrum Disorder (2/2009)
- Autism/ Asperger's Syndrome- Behavioral Challenges (4/2010)
- Mealtime Success for Kids on the Spectrum (11/2011)
- Smart but Scattered- Executive Dysfunction at Home and at School (3/2012)
- iPad Innovations for Speech-Language Pathologists (6/2012)
- Visual Processing Therapy (4/2013)
- Self-Regulation for Children with ADHD, Autism, or Sensory Disorders (12/2013)
- High Functioning Autism Spectrum Disorder (1/2015)
- Executive Functions (12/2015)





## Virginia Department of Health Professions License Lookup

Current as of 06/21/2021 11:04

### License Information

License Number	2202004728
Occupation	Speech-Language Pathologist
Name	Amanda A Belding
Address	Richmond, VA 23229
Initial License Date	03/14/2005
Expire Date	06/30/2022
License Status	Current Active
Additional Public Information*	No

[Back to License Lookup Result](#)

This serves as primary source verification of the credential issued by the Commonwealth of Virginia and meets the requirements of the Joint Commission.

\* "Yes" means that there is information the Department must make available to the public pursuant to §54.1-2400.2.H of the Code of Virginia; please note that this may also include proceedings in which a finding of "no violation" was made. For additional information click on the "Yes" link above. "No" means no documents are available.

[Back to License Lookup](#)



Global HR Research  
Phone: (800) 790-1205

ARC - Richmond  
Michelle Smith  
Phone: 804-592-2652

**Profile Information**  
**[View Profile Online](#)**

**Name:** Amanda A Belding  
**SSN:** 415-57-\*\*\*\*  
**DOB:** 03/30/\*\*\*\*

**The following are included in this report:**

Search Type	Detail	Status
National Sex Offender and Violent Abuse Registry	Multi-State Sex Offender Search	Complete - No Record
National Criminal Database	National Criminal	Complete - No Record

**National Sex Offender and Violent Abuse Registry**

**Location** Multi-State Sex Offender Search  
**Name** Amanda A Belding  
**Searched**  
**DOB** 03/30/\*\*\*\*  
**Searched**  
**SSN** 415-57-\*\*\*\*  
**Searched**  
**Search ID** 5909916  
**Date** 09/06/2016  
**Ordered**  
**Date** 09/06/2016  
**Completed**  
**Status** Complete  
**Results**  
No Records Found

**National Criminal Database**

**Jurisdiction** National Criminal  
**Searched**  
**Name** Amanda A Belding  
**Searched**



## **Susan Halloran**

- Resume
- SLP License

Comments: Susan Halloran has been an employee of TRI for 8 years and a contract SLP for Henrico County Public Schools for 4 years.

# **Susan Freeman Halloran, M.S., CCC-SLP**

3318 Gloucester Rd.

Richmond, Virginia 23227

(804)683-9219

## **EDUCATION**

Master of Science, Speech-Language Pathology, Emerson College, Boston, MA 1990

Bachelor of Science, Communication Science and Disorders, University of Vermont,

Burlington, VT

1987

## **AWARD**

1988-1990 Recipient of United States Office of Education grant,

Language Learning Disabled Population

## **SUMMARY OF QUALIFICATIONS**

- \* Accomplished Speech-Language Pathologist with experience including acute hospital, home health care, and skilled nursing facilities.
- \* Excellent written and verbal communication skills.
- \* Intuitive problem-solver with ability to assess, plan action, and implement logical solutions.
- \* Self-motivated and dependable professional who works well independently and with others, and productively across settings.



# Susan Freeman Halloran, M.S., CCC-SLP

## EXPERIENCE IN DISORDERS

- \* Left and right hemisphere cerebrovascular accidents
- \* Motor Speech Disorders (Dysarthria and Apraxia)
- \* Tracheotomized patients (swallowing and communication disorders)
- \* Traumatic Brain Injury
- \* Progressive Neurological Disorders
- \* Laryngectomy

## PROFESSIONAL EXPERIENCE

Oak Knoll Healthcare Center, Haverill, MA

1997-1999

- \* Provided speech-language, cognitive, and dysphagia therapy to adults in rehabilitation, skilled nursing, and out-patient settings.

Healthcare Staffing Solutions, Lowell, MA

1997

- \* Diagnosed and treated a variety of communication and swallowing disorders in a rehabilitation center on a multidisciplinary team.

California Pacific Medical Center, San Francisco, CA

1995-1997

- \* Provided speech-language, dysphagia, and communication assessment and treatment to adults in acute care, rehabilitation, skilled nursing, out-patient, and home health care settings.
- \* Conducted modified barium swallow studies and implemented



## Susan Freeman Halloran, M.S., CCC-SLP

treatment and safe swallowing protocols.

- \*Presented inservices for speech-language department and transdisciplinary staff meetings.

- \*Supervised two U.C.S.F. graduate students in externships.

Living Skills Therapy, Oakland CA

1994-1996

- \*Diagnosed and treated a variety of communication and swallowing disorders in clients' homes through home health care agencies.

- \*Facilitated carryover of communication and swallowing strategies with other disciplines (PT, OT, and nursing) and family members.

Hillhaven Skilled Nursing Facility, San Francisco, CA

1994-1996

- \*Assessed and treated adults with various disorders including Parkinson's Disease, right and left hemisphere CVAs, head injuries, and head and neck cancer.

St. Mary's Medical Center, San Francisco, CA

1993-1996

- \*Worked as part of a multidisciplinary team with adolescent to geriatric populations, in acute care, rehabilitation, and home health care settings.





## Virginia Department of Health Professions License Lookup

Current as of 06/21/2021 11:05

### License Information

License Number	2202006952
Occupation	Speech-Language Pathologist
Name	Susan F Halloran
Address	Goochland, VA 23063
Initial License Date	03/20/2013
Expire Date	06/30/2021
License Status	Current Active
Additional Public Information*	No

[Back to License Lookup Result](#)

This serves as primary source verification of the credential issued by the Commonwealth of Virginia and meets the requirements of the Joint Commission.

\* "Yes" means that there is information the Department must make available to the public pursuant to §54.1-2400.2.H of the Code of Virginia; please note that this may also include proceedings in which a finding of "no violation" was made. For additional information click on the "Yes" link above. "No" means no documents are available.

[Back to License Lookup](#)



## **Suzanne Massey**

- Resume
- SLP License
- Background Check

Comments: Suzanne Massey has been an employee of TRI and a contract SLP for Henrico County Public Schools for 10 years.



**SUZANNE E. MASSEY, M.Ed., CCC/SLP**

4087 Round Top Road  
Glen Allen, VA 23060  
804-270-0165

---

**Experience**

8/25/08- Present     **Henrico County Public Schools, Henrico, Va**  
speech language pathologist – independent contractor through Kidspeak, LLC

*Evaluation and remediation of school age children at Glen Allen Elementary School (1 year), Springfield Park Elementary School (1 year), and Brookland Middle School (2 years). Disorders include: autism, fluency disorders, articulation disorders, and language disorders.*

1/1/01- Present

**Private Speech Pathologist, Chesterfield & Henrico Counties, VA**

*Providing direct speech therapy services to children at home, center based or in a private school setting. Population includes 1 to 15 year olds.*

2009-Present **Chesterfield Infant Toddler Program, Chesterfield, VA**  
speech language pathologist – independent contractor

*Provide speech therapy to the zero to three population in their natural environment. Collaborate with parents to improve the child's communication skills, re-evaluations performed annually.*

10/1/00 – 6/15/08     **Caroline County Public Schools, Ladysmith, VA**  
speech language pathologist – independent contractor

*Evaluation and remediation of school age children at Ladysmith Primary School (2 years), Ladysmith Elementary School (6 years), and Caroline Middle School (2 years). Disorders include: autism, fluency disorders, articulation disorders, and language disorders. Trained in IEP online.*

09/98- 10/1/00     **The Chesapeake Center, Inc. Richmond, VA**  
Early intervention speech language pathologist

*Evaluation and remediation of infants, toddlers, preschool and school age children in a variety of settings: homes, clinics, and*



*schools. Worked both as a contractual therapist and providing direct services for the Chesapeake Center. Participated in contracts with Head Start, Henrico Parent Infant Program, New Kent Primary School, Henrico County Schools, and Pediatric Connections.*

**06/95-09/98 Professional Rehabilitation Easley, SC**  
*speech language pathologist*

*Evaluation and remediation for language, articulation, voice, fluency and aural rehabilitation for preschool and school age children. Also, evaluation and remediation of communication disorders in adults, including aphasia, apraxia, dysarthria, voice and dysphagia. Administered videofluoroscopic swallow studies at Baptist Medical Center. Treated in various settings: Outpatient clinic, hospital, skilled nursing facility and home health. In addition, provided supervision of a student clinician.*

**01/95-05/95 Calusa Elementary School Boca Raton, FL**  
*speech language pathology intern*

*Evaluation and remediation of speech, language, voice, and fluency disorders for school children - Kindergarten through fifth grade.*

**09/94-12/94 Pinecrest Rehabilitation Hospital Delray Beach, FL**  
*speech language pathology intern*

*Evaluation and remediation of children and adults with traumatic brain injuries.*

#### **Education**

**May, 1995 Florida Atlantic University Boca Raton, FL**  
*Master's of Education: Communication Disorders*  
*GPA: 3.90*

**May, 1991 University of Massachusetts Amherst, MA**  
*Bachelor of Arts: Psycholinguistics*  
*Minor: French*  
*GPA: 3.5*

**Associations:** *American Speech, Language and Hearing Association*

**References:**



*Tiffany Phelps, M.Ed., CCC/SLP, Speech Pathologist*  
*Home Phone: 540-891-2535*  
*9302 Timberlake Road*  
*Fredricksburg, VA 22408*

*Jennifer Brown*  
*Owner of Kidspeak, contract company*  
*Home phone: 804-360-9690*  
*5528 Bransley Terrace*  
*Glen Allen, VA 23059*

*Phil Cantone, Principal Colonial Trail Elementary School*  
*804-364-0055*  
*pjcantone@henrico.k12.va.us*





## Virginia Department of Health Professions License Lookup

Current as of 06/21/2021 11:03

### License Information

License Number	2202003144
Occupation	Speech-Language Pathologist
Name	SUZANNE E MASSEY
Address	Henrico, VA 23238
Initial License Date	05/19/1998
Expire Date	06/30/2022
License Status	Current Active
Additional Public Information*	No

[Back to License Lookup Result](#)

This serves as primary source verification of the credential issued by the Commonwealth of Virginia and meets the requirements of the Joint Commission.

\* "Yes" means that there is information the Department must make available to the public pursuant to §54.1-2400.2.H of the Code of Virginia; please note that this may also include proceedings in which a finding of "no violation" was made. For additional information click on the "Yes" link above. "No" means no documents are available.

[Back to License Lookup](#)



Global HR Research  
Phone: (800) 790-1205

ARC - Richmond  
Michelle Smith  
Phone: 804-592-2652

**Profile Information**  
**View Profile Online**

**Name:** Suzanne Elise Massey  
**SSN:** 595-03-\*\*\*\*  
**DOB:** 04/22/\*\*\*\*

**Package: National Criminal & Sex Offender**

**The following are included in this report:**

Search Type	Detail	Status	Price
National Sex Offender and Violent Abuse Registry	Multi-State Sex Offender Search	Complete - No Record	Package
National Criminal Database	National Criminal	Complete - No Record	Package
Driving History Report	Virginia (license *****)	Complete	

**National Sex Offender and Violent Abuse Registry**

<b>Location</b>	Multi-State Sex Offender Search
<b>Name</b>	Suzanne Elise Massey
<b>Searched DOB</b>	04/22/****
<b>Searched SSN</b>	595-03-****
<b>Searched Search ID</b>	5785493
<b>Date Ordered</b>	08/16/2016
<b>Date Completed</b>	08/16/2016
<b>Status</b>	Complete



<b>LICENSE NUMBER</b>	<b>D.O.B.</b>	<b>SEX</b>	<b>HGT</b>	<b>WGT</b>	<b>EYES</b>	<b>HAIR</b>	<b>RACE</b>	<b>SOC.SEC</b>	<b>DONOR</b>
*****	04/22/****								
<b>CLASS</b>	<b>ORIG. ISSUED</b>	<b>ISSUED</b>	<b>EXPIRES</b>	<b>LIC TYPE</b>					
NONE		04/15/2009	04/22/2017	DRIVERS LICENSE					
<b>STATUS</b>	<b>RESTRICTIONS</b>	<b>ENDORSEMENTS</b>							
LICENSED	YES	NONE							



<b>REINST DATE</b>	<b>PRIOR STATE</b>	<b>PRIOR DL#</b>	<b>PRIOR DL STATUS</b>	<b>C.D.L. ISSUED</b>	<b>C.D.L. STATUS</b>
					NOT LICENSED
<b>SECONDARY LIC.</b>	<b>NON-RESIDENT MILITARY</b>		<b>OTHER STATE LIC.</b>	<b>OTHER STATE</b>	<b>POINTS</b>
					0
<b>MISCELLANEOUS AND STATE SPECIFIC INFORMATION</b>					
None					
<b>DRIVING RECORD HISTORY</b>					

VIOL 06/22/2014 09/25/2014 SPEEDING 10-14 MPH ABV SPD LMT - EX55 4.0

Event Type.....: VIOLATION  
 State Code.....: 46.2-870  
 Court/Agency.....: GENERAL DISTRICT CT  
 CUMBERLAND COUNTY  
 Counsel Code.....: WAIVED  
 ACD.....: S11  
 Operating As.....: NON-CDL HOLDER  
 Defendant.....: NOT PRESENT

VIOL 02/25/2012 04/12/2012 SPEEDING BUS/RES DIST 10-14 MPH 4.0

Event Type.....: VIOLATION  
 State Code.....: 46.2-874  
 Court/Agency.....: GENERAL DISTRICT CT  
 HENRICO COUNTY  
 Counsel Code.....: WAIVED  
 ACD.....: S11  
 Operating As.....: NON-CDL HOLDER  
 Defendant.....: NOT PRESENT

\*\* END OF RECORD \*\*

emailed final report to applicant at Email on 8/16/2016 2:33 PM

**Global HR Research is the provider of this background check.**



## **Katie Megnin**

- Resume
- SLP License
- Background Check

Comments: Katie Megnin has been an employee of TRI for 3 years and a contract SLP for Henrico County Public Schools for 1 year.



# Katie Megnin

16 N Sheppard St, Richmond, VA 23221  
814-221-7660 • kmmegnin@gmail.com

## Education

---

### **Pennsylvania State University** **The College of Health and Human Development**

University Park, PA

Masters of Science in Communication Science and Disorders

Graduated: May 2014

Bachelors of Science in Communication Science and Disorders

Minor: Human Development and Family Studies

Graduated: May 2012

## Clinical Experience

---

### **Therapy Resources, Inc., Mechanicsville, VA**

January 2017 - Present

#### Speech- Language Pathologist

- Provides individual and group therapy to children in preschool through 2<sup>nd</sup> grade
- Maintained relationships with teachers and parents by remaining flexible, answering questions, and providing ideas and materials for use outside of therapy sessions
- Collaborated during weekly meetings to assess students' need for exceptional education services, determine necessary evaluations, discuss classroom modifications, and diagnose disability
- Administered assessments, conducted hearing screenings, and led Speech IEP and Eligibility meetings
- Completed documentation in online platform VA IEP
- Created materials and homework targeting specific student interests and needs
- Worked with students with autism, down syndrome, learning disabilities, developmental delay, ADHD, hearing impairments, multiple handicaps, and articulation and language disorders

### **Fox Therapy Center PLLC, Glen Allen, VA**

February 2017-December 2017

#### Speech- Language Pathologist

- Provided individual speech, language, fluency, and feeding therapy to children aged 16 months-14 years
- Evaluated and treated patients with varying diagnoses, including autism, language delay, Down syndrome, fragile X syndrome, ADHD, phonological disorders, and childhood apraxia of speech (CAS)
- Planned and executed co-treat sessions with occupational therapists and advocated for patients with sensory or fine motor needs
- Communicated therapy plans, patient progress, and homework to parents and related professionals
- Referred patients to other professionals and therapies as necessary

### **Richmond City Public Schools, Richmond, VA**

August 2014- June 2016

#### Speech- Language Pathologist

- Provided individual and group therapy to children in preschool through fifth grade both in both a private setting and within the classroom
- Maintained relationships with teachers and parents by remaining flexible, answering questions, and providing ideas and materials for use outside of therapy sessions
- Collaborated during weekly meetings to assess students' need for exceptional education services, determine necessary evaluations, discuss classroom modifications, and diagnose disability
- Administered assessments, conducted hearing screenings, and led Speech IEP and Eligibility meetings
- Completed documentation in online platforms including Accelify and IEP Online
- Created materials and homework targeting specific student interests and needs
- Worked with students with autism, down syndrome, learning disabilities, developmental delay, ADHD, hearing impairments, multiple handicaps, and articulation and language disorders



January 2014- May 2014

**Keystone Elementary School, Knox, PA**

**Student Intern**

- Provided individual and group therapy to children in kindergarten through fifth grade
- Administered norm-referenced tests, assessments, and conducted speech and language screenings
- Completed documentation including a daily log, IEP's, and Re-evaluation Reports

September 2013- December 2013

**UPMC Altoona Hospital, Altoona, PA**

**Student Intern**

- Conducted cognition, oral mechanism, and bed-side swallow evaluations for adult patients
- Assisted a physician's assistant during video fluoroscopies
- Developed and implemented a plan of care for patients with dysphagia and cognition difficulties
- Treated children with articulation delays, language delays, and challenging behaviors in an outpatient setting

October 2012- December 2013

**Pennsylvania State University, University Park, PA**

**Graduate Student Clinician**

- Worked with children to develop language skills and fluency management strategies, and with an adult to address cognition and articulation goals following a traumatic brain injury
- Administered norm-referenced tests, functional assessments, oral mechanism exams, and screenings

June 2013- August 2013

**Dubois Regional Medical Center, Dubois, PA**

**Student Intern**

- Evaluated and designed a plan of care for children and adults with articulation delays, language delays, dysarthria, apraxia, feeding issues, and dysphagia
- Attended rounds in the Neonatal Intensive Care Unit and evaluated infants' neuromotor function
- Evaluated infants and toddlers as part of a developmental follow-up clinic for premature infants

---

**Additional Information**

- ASHA Certificate of Clinical Competence (CCC-SLP), Virginia State Licensure, Certified Autism Specialist (CAS), AHA-BLS certified
- Experience with the following assessments: Bayley Scales of Infant Development, SSI-4, SCATBI, TOLD, CELF-5, GFTA, WAB-R, EOWPVT, ROWPVT, Arizona-3, bedside swallow examination, Videofluoroscopy, PLS-5, OWLS II, CASL, voice evaluations, Hearing screenings, Rosetti Infant-Toddler Language Scales, Communication Matrix, CAAP-2, MBCDI
- Able to communicate amiably and effectively with persons from different backgrounds
- Consistently positive attitude, energetic about the task at hand



Pennsylvania State University, University Park, PA

October 2012- December 2013

**Graduate Student Clinician**

- Worked with children to develop language skills and fluency management strategies, and with an adult to address cognition and articulation goals following a traumatic brain injury
- Administered norm-referenced tests, functional assessments, oral mechanism exams, and screenings

June 2013- August 2013

**Dubois Regional Medical Center, Dubois, PA**

**Student Intern**

- Evaluated and designed a plan of care for children and adults with articulation delays, language delays, dysarthria, apraxia, feeding issues, and dysphagia
- Attended rounds in the Neonatal Intensive Care Unit and evaluated infants' neuromotor function
- Evaluated infants and toddlers as part of a developmental follow-up clinic for premature infants

**Additional Information**

---

- ASHA Certificate of Clinical Competence (CCC-SLP), Virginia State Licensure, Certified Autism Specialist (CAS), AHA-BLS certified
- Experience with the following assessments: Bayley Scales of Infant Development, SSI-4, SCATB, TOLD, CELF-5, GFTA, WAB-R, EOWPVT, ROWPVT, Arizona-3, bedside swallow examination, Videofluoroscopy, PLS-5, OWLS II, CASL, voice evaluations, Hearing screenings, Rosetti Infant-Toddler Language Scales, Communication Matrix, CAAP-2, MBCDI
- Able to communicate amiably and effectively with persons from different backgrounds
- Consistently positive attitude, energetic about the task at hand

**References**

---

Breanna Layo, CCC-SLP • UPMC Altoona Clinical Supervisor • brashope@live.com • 814-241-6860  
Marian Muryn, CCC-SLP • DRMC Clinical Supervisor • marianmuryn@yahoo.com • 814-221-6866  
Stephanie Clayton • Fox Therapy Center General Manager • shussey@foxtherapycenter.com





## Virginia Department of Health Professions License Lookup

Current as of 06/21/2021 11:04

### License Information

License Number	2202007448
Occupation	Speech-Language Pathologist
Name	Katie M Megnin
Address	Richmond, VA 23221
Initial License Date	07/03/2014
Expire Date	06/30/2021
License Status	Current Active
Additional Public Information*	No

[Back to License Lookup Result](#)

This serves as primary source verification of the credential issued by the Commonwealth of Virginia and meets the requirements of the Joint Commission.

\* "Yes" means that there is information the Department must make available to the public pursuant to §54.1-2400.2.H of the Code of Virginia; please note that this may also include proceedings in which a finding of "no violation" was made. For additional information click on the "Yes" link above. "No" means no documents are available.

[Back to License Lookup](#)



**Name** Katie M Megnin  
**Searched**  
**DOB** 11/09/\*\*\*\*  
**SSN** 207-70-\*\*\*\*  
**Search ID** 8502258  
**Date**  
**Ordered** 01/31/2018 01:34 PM CST  
**Date**  
**Completed** 01/31/2018 01:33 PM CST

**Results**

No Records Found

**Driving History Report**

---

**State** Virginia  
**License** \*\*\*\*\*  
**Name** Katie M Megnin  
**Searched**  
**DOB** 11/09/\*\*\*\*  
**Searched**  
**SSN** 207-70-\*\*\*\*  
**Searched**  
**Search ID** 8502260  
**Date**  
**Ordered** 01/31/2018 01:34 PM CST  
**Date**  
**Completed** 01/31/2018 01:34 PM CST

**Results**

---

**VIRGINIA Driver Record - D2524 Order Date: 01/31/2018 Seq #: 0**

---

Host Used:	Online	Bill Code:	
Rec Type:	STANDARD	Reference:	
		License:	A64281780
		Name:	MEGNIN, KATIE MALONE
		Address:	3021 FLOYD AVE APT B
		City, St:	RICHMOND, VA 23221-3013

---

Sex: Weight: DOB: 11/09/\*\*\*\*  
Eyes: Height: Iss Date: 08/12/2014



Hair:

Exp Date: 11/09/2021

---

STATUS:VALID

MVR Score: 0 STANDARD

---

**Violations/Convictions Failures To Appear Accidents**

\*\*\* NONE TO REPORT \*\*\*

---

**Suspensions/Revocations**

\*\*\* NO ACTIVITY \*\*\*

---

**License and Permit Information**

License: PERSONAL Issue: 08/12/2014 Expire: 11/09/2021 Status: VALID Issued: ORIGINAL

Class: P PERSONAL

Restriction:OTHER: UNSPECIFIED

---

**Miscellaneous State Data**

PREVIOUS LICENSE: STATE: PENNSYLVANIA  
28750981

TOTAL STATE POINTS: +2

RESIDENT JURISDICTION: RICHMOND CITY

\*NOTE: STATE DOES NOT RELEASE MEDICAL  
RESTRICTIONS

FOREIGN LIC SURRENDERED: 08/12/2014 STATE: PA LIC NO: 28750981

CONFIDENTIAL INFORMATION - TO BE USED AS PER STATE AND FEDERAL LAWS.  
MISUSE MAY RESULT IN A CRIMINAL PROSECUTION

---

END OF REPORT FOR MEGNIN, KATIE (CONTROL NUMBER: 5UTOXN)  
MALONE

**Global HR Research is the provider of this background check.**

---



## **Karen Morton**

- Resume
- SLP License
- Background Check

Comments: Karen Morton has been an employee of TRI for and a contract SLP for Henrico County Public Schools for 15 years.



## **KAREN S. MORTON**

11306 Cedar Hill Court  
Richmond, VA 23233  
Phone: (804) 303-5629  
Email: ksmorton@comcast.net

### **EDUCATION**

University of South Florida, Tampa, Florida  
1987 Master of Science, Speech-Language Pathology

### **PROFESSIONAL EXPERIENCE**

- |              |   |
|--------------|---|
| 2005-present | <b>Therapy Resources, Inc.</b><br>Richmond, Virginia<br>Speech-Language Pathologist   |
| 2001 -2004   | <b>Greater Learning, LP</b><br>San Antonio, Texas<br>Speech-Language Pathologist  |
| 1999-2001    | <b>San Antonio Jewish Coalition for Literacy</b><br>San Antonio, Texas<br>English as a Second Language Tutor/Teacher                          |
| 1994-1997    | <b>Sundance Rehabilitation Corporation</b><br>San Antonio, Texas<br>Speech-Language Pathologist / Rehabilitation Coordinator                  |
| 1995-1997    | <b>Rehab Care Group</b><br>San Antonio, Texas<br>Speech-Language Pathologist, PRN   |
| 1990-1994    | <b>R.H. Ballard Rehabilitation Hospital</b><br>San Bernardino, California<br>Senior Inpatient Speech-Language Pathologist                     |
| 1989-1990    | <b>City Colleges of Chicago – European Division</b><br>RAF Fairford, England<br>Site Administrator  |
| 1987-1988    | <b>Speech and Hearing Center of Fort Walton Beach, Inc.</b><br>Fort Walton Beach, Florida<br>Speech-Language Pathologist, Clinical Fellowship |

### **CREDENTIALS**

Virginia License for Speech-Language Pathology  
Certificate of Clinical Competence- ASHA, 1988





## Virginia Department of Health Professions License Lookup

Current as of 06/21/2021 11:03

### License Information

License Number	2202004895
Occupation	Speech-Language Pathologist
Name	Karen S Morton
Address	Richmond, VA 23233
Initial License Date	10/04/2005
Expire Date	06/30/2022
License Status	Current Active
Additional Public Information*	No

[Back to License Lookup Result](#)

This serves as primary source verification of the credential issued by the Commonwealth of Virginia and meets the requirements of the Joint Commission.

\* "Yes" means that there is information the Department must make available to the public pursuant to §54.1-2400.2.H of the Code of Virginia; please note that this may also include proceedings in which a finding of "no violation" was made. For additional information click on the "Yes" link above. "No" means no documents are available.

[Back to License Lookup](#)



### No Records Found

<b>Jurisdiction</b>	National Criminal
<b>Searched</b>	
<b>Name</b>	Karen S Morton
<b>Searched</b>	
<b>DOB</b>	07/31/****
<b>SSN</b>	267-79-****
<b>Search ID</b>	5746700
<b>Date</b>	08/09/2016 01:21 PM CST
<b>Ordered</b>	
<b>Date</b>	08/09/2016 01:20 PM CST
<b>Completed</b>	

## No Records Found

<b>State</b>	Virginia
<b>License</b>	A63618018
<b>Name</b>	Karen S Morton
<b>Searched</b>	
<b>DOB</b>	07/31/****
<b>Searched</b>	
<b>SSN</b>	267-79-****
<b>Searched</b>	
<b>Search ID</b>	5746703
<b>Date</b>	08/09/2016 01:21 PM CST
<b>Ordered</b>	
<b>Date</b>	08/09/2016 01:21 PM CST
<b>Completed</b>	

## Results

08/09/2016 02:21:08 PM

**Report requested on: 08/09/2016**

**Account # 85046**

# Virginia Driver Record Report

Reference ID:

**LICENSEE NAME/ADDRESS**

**MORTON, KAREN STUTTS**  
**11306 CEDAR HILL CT**  
**RICHMOND VA. 23233-1847**

**REPORT PREPARED FOR**

GLOBAL HR RESEARCH, LLC  
9530 MARKETPLACE ROAD., STE. 301  
FT. MYERS, FL. 33912

RICHMOND VA. 23235-1847

PT. MTERS, TEL. 33912

LICENSE NUMBER	D.O.B.	SEX	HGT	WGT	EYES	HAIR	RACE	SOC.SEC	DONOR
A63618018	07/31/****								
CLASS	ORIG. ISSUED	ISSUED	EXPIRES	LIC TYPE					
NONE		06/27/2013	07/31/2021	DRIVERS LICENSE					
STATUS	RESTRICTIONS			ENDORSEMENTS					
LICENSED	NO			NONE					



Global HR Research  
Phone: (800) 790-1205

ARC - Richmond  
Michelle Smith  
Phone: 804-592-2652

**Profile Information**  
**View Profile Online**

**Name:** Karen S Morton  
**SSN:** 267-79-\*\*\*\*  
**DOB:** 07/31/\*\*\*\*

**Package:** National Criminal & Sex Offender

**The following are included in this report:**

Search Type	Detail	Status	Price
National Sex Offender and Violent Abuse Registry	Multi-State Sex Offender Search	Complete - No Record	Package
National Criminal Database	National Criminal	Complete - No Record	Package
Driving History Report	Virginia (license A63618018)	Complete	

**National Sex Offender and Violent Abuse Registry**

<b>Location</b>	Multi-State Sex Offender Search
<b>Name</b>	Karen S Morton
<b>Searched</b>	
<b>DOB</b>	07/31/****
<b>Searched</b>	
<b>SSN</b>	267-79-****
<b>Searched</b>	
<b>Search ID</b>	5746701
<b>Date</b>	08/09/2016
<b>Ordered</b>	
<b>Date</b>	08/09/2016
<b>Completed</b>	
<b>Status</b>	Complete



## **Stephanie Steele**

- Resume
- SLP License
- Background Check

Comments: Stephanie Steele has been an employee of TRI for 2 years and a contract SLP for Henrico County Public Schools for 1 year.



# Stephanie Steele

8277 Laurel Meadows Drive, Mechanicsville, VA 23111

(270) 564-5551

ssteele38@gmail.com

## **EDUCATION**

### **Murray State University**

Master of Science

Speech-Language Pathology

Murray, KY

Anticipated August 2018

### **Murray State University**

Bachelor of Science

Communication Disorders

Murray, KY

May 2016

## **CLINICAL EXPERIENCE**

### **Parkview Rehabilitation Center- Paducah, KY**

Anticipated Spring 2018

- Provide screening, assessment, and treatment for adult and geriatric patients.
- Design and execute individualized treatment plans for a variety of diagnoses, including dysphagia, aphasia, apraxia, and cognitive-linguistic disorders.
- Educate family, caregivers, and patients to extend continuity of care.

### **Mayfield Elementary School – Mayfield, KY**

March 2018-May 2018

- Collaborate with general education and special education teachers regarding RTI and curriculum-based therapy.
- Provide clinical services to students with language disorders, phonological disorders, articulation disorders, fluency disorders, childhood apraxia of speech, pragmatic deficits, autism spectrum disorders, and attention-hyperactive deficit disorders.
- Participate in and implemented Individual Education Programs (IEP).

### **Baptist Health Paducah – Paducah, KY**

August 2017-December 2017

- Assisted in bedside swallow examinations, modified barium swallow tests, and FEES in an acute care setting.
- Gained experience with Passy Muir valves, VitalStim, and tracheoesophageal voice prostheses.
- Identified and assessed individuals at risk for cognitive-communication and swallowing disorders.



**Willis Childhood Development Center- Murray, KY** January 2017- May 2017

- Provided evaluation and treatment services for children ages 3 to 5.
- Delivered services to pediatric clients with speech sound disorders, expressive and receptive language disorders, and autism.
- Participated in admission and release committee meetings.

**Murray State Speech and Hearing Clinic- Murray, KY** August 2016- June 2017

- Treated children with dyslexia by using Orton-Guillingham, sandpaper letters, and air-writing.
- Provided transgender voice modification therapy.
- Performed video stroboscopies under supervision.

## **RELATED EXPERIENCE**

**Murray State University- Murray, KY**  
Graduate Assistant for Education Department

August 2016-May 2017

- Organized therapeutic materials and equipment for speech and language services at University clinic.
- Maintained department email and sent late notices for past-due items.
- Performed clerical duties (answered phone, relayed messages, made copies, etc.).

**American Cancer Society- Paducah, KY**  
Client Resource Representative

July 2014-October 2015

- Enrolled clients in programs designed to provide emotional and financial support to cancer patients and their families.
- Provided clients with wigs, mastectomy products, and other resources.
- Delivered informational presentations at assisted living facilities and community centers regarding cancer warning signs and prevention.

## **AWARDS AND HONORS**

- 2016 Award Recipient for Scottish Rite Foundation Scholarship
- Elected Member of Student Advisory Council 2017-2018
- Selected for KSHA Praxis Bowl 2018
- Recipient of the Dale Carnegie Leadership Excellence Award 2013





## Virginia Department of Health Professions License Lookup

Current as of 06/21/2021 11:02

### License Information

License Number	2202009189
Occupation	Speech-Language Pathologist
Name	Stephanie N Steele
Address	Mechanicsville, VA 23116
Initial License Date	06/21/2019
Expire Date	06/30/2022
License Status	Current Active
Additional Public Information*	No

[Back to License Lookup Result](#)

This serves as primary source verification of the credential issued by the Commonwealth of Virginia and meets the requirements of the Joint Commission.

\* "Yes" means that there is information the Department must make available to the public pursuant to §54.1-2400.2.H of the Code of Virginia; please note that this may also include proceedings in which a finding of "no violation" was made. For additional information click on the "Yes" link above. "No" means no documents are available.

[Back to License Lookup](#)



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Global HR Research  
Phone: (800) 790-1205

ARC - Richmond  
Michelle Smith  
Phone: 804-592-2652

**Profile Information**  
[View Profile Online](#)

---

**Name:** Stephanie Nicole Steele  
**SSN:** 402-39-\*\*\*\*  
**DOB:** 06/19/\*\*\*\*

**The following are included in this report:**

Search Type	Detail	Status
National Sex Offender and Violent Abuse Registry	Multi-State Sex Offender Search	Complete - No Record
National Criminal Database	National Criminal	Complete - No Record

**National Sex Offender and Violent Abuse Registry**

---

**Location** Multi-State Sex Offender Search  
**Name** Stephanie Nicole Steele  
**Searched**  
**DOB** 06/19/\*\*\*\*  
**Searched**  
**SSN** 402-39-\*\*\*\*  
**Searched**  
**Search ID** 9434546  
**Date** 08/10/2018  
**Ordered**  
**Date** 08/10/2018  
**Completed**  
**Status** Complete  
**Results**  
No Records Found

**National Criminal Database**

---

**Jurisdiction** National Criminal  
**Searched**



---

Global HR Research  
Phone: (800) 790-1205

ARC - Richmond  
Michelle Smith  
Phone: 804-592-2652

**Profile Information**  
[View Profile Online](#)

---

**Name:** Stephanie Nicole Steele  
**SSN:** 402-39-\*\*\*\*  
**DOB:** 06/19/\*\*\*\*

**The following are included in this report:**

Search Type	Detail	Status
National Sex Offender and Violent Abuse Registry	Multi-State Sex Offender Search	Complete - No Record
National Criminal Database	National Criminal	Complete - No Record

**National Sex Offender and Violent Abuse Registry**

---

**Location** Multi-State Sex Offender Search  
**Name** Stephanie Nicole Steele  
**Searched**  
**DOB** 06/19/\*\*\*\*  
**Searched**  
**SSN** 402-39-\*\*\*\*  
**Searched**  
**Search ID** 9434546  
**Date** 08/10/2018  
**Ordered**  
**Date** 08/10/2018  
**Completed**  
**Status** Complete  
**Results**  
No Records Found

**National Criminal Database**

---

**Jurisdiction** National Criminal  
**Searched**



<b>Name</b>	Stephanie Nicole Steele
<b>Searched</b>	
<b>DOB</b>	06/19/****
<b>SSN</b>	402-39-****
<b>Search ID</b>	9434545
<b>Date</b>	
<b>Ordered</b>	08/10/2018 10:39 AM CST
<b>Date</b>	
<b>Completed</b>	08/10/2018 10:39 AM CST
<b>Results</b>	
No Records Found	

**Global HR Research is the provider of this background check.**

---

**\*NOTICE\*** ----- The report does not guarantee the accuracy or truthfulness of the information as to the subject of the investigation, but only that it is accurately copied from public records, and information generated as a result of identity theft, including evidence of criminal activity, may be inaccurately associated with the consumer who is the subject of the Report. In California, an investigative consumer reporting agency shall provide a consumer seeking to obtain a copy of a report or making a request to review a file, a written notice in simple, plain English and Spanish setting forth the terms and conditions of his or her right to receive all disclosures. Information contained herein should not be the sole determination in the evaluation of this individual. All other factors, references and current situations should be considered. Notwithstanding anything to the contrary, human error in compiling this information is possible. The FCRA requires certain actions if you take adverse action based in whole or in part on this report. See the FCRA or call Global HR Research for procedures. GHRR conducts a minimum of a 10 year history, where accessible and reportable by law, on all criminal related background searches.



## **Shannon Wheeler**

- Resume
- SLP License

Comments:



# SHANNON WHEELER

(804)516-9528

## ◦ DETAILS ◦

(804)516-9528

[shannonwheeler85@gmail.com](mailto:shannonwheeler85@gmail.com)

## ◦ SKILLS ◦

Leadership

Language and Literacy  
Development

Parent Coaching

Effective Time Management

Social-Emotional Learning

Data Analysis

Adaptability

Interpersonal and Written  
Communication

Teamwork

Research Interpretation

## ◦ HOBBIES ◦

Sewing and Embroidery

Travel

Reading

## PROFILE

Knowledgeable and passionate Speech-Language Pathologist experienced in a variety of school and early childhood environments. A team player with excellent written communication skills and a strong interest in literacy and research.

## EMPLOYMENT HISTORY

### Speech Language Pathologist at The Clarke Schools for Hearing and Speech, Philadelphia, PA

September 2018 — Present

- Provide Listening and Spoken Language intervention to children from birth to three in their natural environments, children from three to five in a center-based preschool, and K-5 students in their mainstream classrooms
- Plan and conduct sessions to support parents and caregivers at different stages of learning about their child's hearing loss, technology, and impact on development and plan activities that are engaging while supporting bonding and development
- Administer school and district-wide training on hearing loss, technology, and accessibility as students enter mainstream classrooms
- Use current research to provide Evidence-Based Practice
- Create and implement thematic lessons for center-based programs for a two-year-old group class in collaboration with a Teacher of the Deaf
- Conduct formal and informal language assessments and write comprehensive reports to share with families and team members
- Supervise an SLP Clinical Fellow (2020-2021)

### ELL Teacher at The New Teacher Project, Charlotte, NC

August 2015 — June 2016

- Used data-driven strategies to improve receptive and expressive English vocabularies and literacy skills in K-5 English Language Learners (ELLs) in a Title I elementary school
- Managed a teaching caseload of fifty students and coordinated co-teaching lessons with K-5 classroom teachers
- Worked to incorporate character traits, such as grit, resilience, and curiosity, into school culture as leader of the School Culture Committee

### Teacher at Student U Durham, Durham, NC

May 2014 — August 2014

- Taught English and Art to middle school students during Summer Academy
- Throughout the 2014-2015 year, provided part-time tutoring at the Student U after-school program, which encourages students to achieve their academic goals and empower their local community

## EDUCATION

### The George Washington University, Washington, DC

August 2016 — May 2018

Master of Arts in Speech-Language Pathology

Graduate Assistant

### University of North Carolina at Chapel Hill, Chapel Hill, NC

August 2011 — May 2015

Bachelor of Arts in English, with Distinction

Minor in Education

Minor in Speech and Hearing Sciences



## 👤 INTERNSHIPS

### ○ Clinical Intern at The Stroke Comeback Center

August 2017 — December 2017

- Planned and conducted supportive and peer-driven therapy sessions for stroke and brain trauma survivors with aphasia, apraxia, and dysarthria

### ○ Clinical Intern at Mount Washington Pediatric Hospital

January 2018 — May 2018

- Evaluation and treatment of receptive and expressive language disorders in children with a variety of medical diagnoses, including Cerebral Palsy, Autism Spectrum Disorder, and cognitive impairments
- Member of the Developmental Evaluation Clinic (DEC) interdisciplinary team, which evaluates children between the ages of 0 and 23 months who are known to be at risk for developmental delays

### ○ Clinical Intern at The GWU Speech and Hearing Clinic

August 2016 — May 2018

- Gained experience working in a variety of sub-clinics, including Traumatic Brain Injury, transgender voice, aural rehabilitation, and pediatrics

## ★ RESEARCH EXPERIENCE

### ○ Clarke Journal Club

January 2019 — Present

- Founded Clarke's Journal Club to review articles relevant to hearing, deafness, and listening and spoken language that appear in current academic journals
- Organized school-wide meetings to read critically, discuss the nature of the research and alignment with our professional experience, and determine how the evidence can contribute to and influence our pedagogical and therapeutic work

### ○ LENA Language Environment Analysis

September 2018 — Present

- Used LENA "talk pedometer" technology to collect data on language development in children from birth to three with hearing loss
- Used data reports to coach families on the value of building language-rich environments and incorporating serve-and-return strategies

### ○ Master's Thesis

August 2017 — April 2018

- *The Role of Exemplar Typicality in the Semantic Feature Analysis Treatment of Anomia and Implications for Group Aphasia Therapy*
- Original research conducted under the supervision of Dr. Craig Linebaugh

### ○ The Neuroscience of Language Lab

August 2017 — May 2018

- Assisted in research focused on the neural basis of language and other higher cognitive functions under the direction of Dr. Malathi Thothathiri

## ★ SCHOLARSHIP & ACCOMPLISHMENT

- UNC Buckley Public Service Scholar
- Segal AmeriCorps Education Award
- Graduate Assistant in the Speech and Hearing Sciences Department at George Washington University
- ASHA Certificate of Clinical Competence

## ★ PROFESSIONAL DEVELOPMENT

- Consistent engagement in professional development courses, including four-week, 10-hour courses in Child Development, Auditory Development and Function, Parent Guidance and Coaching, Speech Acoustics, Pediatric Hearing Technology, and Auditory Access





## Virginia Department of Health Professions License Lookup

Current as of 06/21/2021 11:12

### License Information

License Number	2202009975
Occupation	Speech-Language Pathologist
Name	Shannon R Wheeler
Address	Richmond, VA 23225
Initial License Date	06/10/2021
Expire Date	06/30/2022
License Status	Current Active
Additional Public Information*	No

[Back to License Lookup Result](#)

This serves as primary source verification of the credential issued by the Commonwealth of Virginia and meets the requirements of the Joint Commission.

\* "Yes" means that there is information the Department must make available to the public pursuant to §54.1-2400.2.H of the Code of Virginia; please note that this may also include proceedings in which a finding of "no violation" was made. For additional information click on the "Yes" link above. "No" means no documents are available.

[Back to License Lookup](#)



## REFERENCES

1. Richmond Public Schools  
301 N. 9th Street  
Richmond, VA 23219  
  
Ms. Angela Beverly  
Senior Speech-Language Pathologist  
301 N. 9th Street  
Richmond, VA 23219  
(804)780-7312  
Adejarnette@rvaschools.net  
  
Number of years: 18 years  
Provides Speech Language Pathology Services for 8 schools
2. Prince George County Public Schools  
6410 Courts Drive  
Prince George, VA 23875  
  
Ms. Stephanie Estep  
Student Services Manager  
Prince George County Schools  
6410 Courts Drive  
Prince George, VA 23875  
(804)733-2700  
sestep@pgs.k12.va.us  
Number of years: 6 years  
Provides Occupational, and Speech Therapy Services
3. King and Queen County Public Schools  
P.O. Box 97  
King and Queen Courthouse, VA 23085  
  
Mrs. Stephanie Lambrecht  
Director of Special Education  
King and Queen County Schools  
P.O. Box 97



King and Queen Courthouse, VA 23875

(804)798-5981

[slambrecht@kqps.net](mailto:slambrecht@kqps.net)

Number of years: 25

Provides Occupational, Physical and Speech Therapy Services



# **SAMPLE DOCUMENTATION**

Speech and Language Evaluation



## Speech-Language Evaluation Report

Name: XX ID#: DOB: Sex: Male

Parent/Guardian: Address: Phone:

School: not enrolled Grade: preschool Teacher:

Date of Evaluation: 04/06/16 Examiner:

### Rating Scale Results

	<i>No Apparent Problem</i>	<i>Degree of Disability</i>		
		<i>Mild</i>	<i>Moderate</i>	<i>Severe</i>
Articulation		X	to	X
Language	X			
Voice	X			
Fluency	X			

Summary: X a four year, one month old boy was referred to the preschool intake team by his grandmother due to concerns about his communication skill development. He presented as a friendly little boy who was cooperative and compliant throughout the evaluation session. X demonstrated appropriate attention to various activities presented and was a willing participant in all activities. He freely and verbally communicated with this examiner in a socially appropriate manner and easily used his words, phrases, and sentences to relate information and initiate and sustain communicative interactions. It was noted however that X's connected speech could be difficult to understand and often this was dependent on the contextual cues available. Based on today's observations, assessment results, and parent report X exhibited typically developing language skills and a mild to moderate articulation impairment.

### Recommendations

Consideration of these results in conjunction with other assessment results

### Areas of Evaluation

#### Background Information (*Pertinent medical, social, developmental or educational history*)

X has been in the care of his grandparents, who have custody, since October, and since X was approximately eight months of age. Much of his prenatal and birth history is unknown however it was reported that he was exposed to illicit substances in utero. It was also reported that he experienced some respiratory difficulties upon first entering their care however this resolved and he is no longer classified as asthmatic. No other major surgeries, illnesses, or hospitalizations were reported. X generally met early developmental milestones within expectations and has not had any feeding difficulties. His sleep patterns have also continued to improve.

X's family reported that they generally understand his speech however unfamiliar listeners may have more difficulty. He has begun to demonstrate more frustration when not understood in the home, but can be easily redirected. His family has done their own research into the typical articulation norms, and has been attempting to work with him on sound production skills in the home. It was reported that X's articulation skills initially became a bit concerning around the age of two when it was observed that he was not speaking like his older brother.

X currently attends the Church preschool program three days per week. His classroom teacher completed a report of development and in the area of communication it was reported that X is understood about 75% of the time, with contextual cues. When not understood he will repeat himself several times before getting frustrated. He makes appropriate eye contact, follows directions well, and uses his words to communicate his wants and needs in utterances of appropriate length. He does not exhibit dysfluencies and communicates his thoughts in an organized manner although he may speak loudly inside. His peers do not seem to notice his speech difference and he reportedly plays well and interactively with his classmates. He was described as compassionate and understanding,



but can seem discouraged when not understood. His adult interactions were also described as appropriate and he appears eager to please and enjoys being praised for accomplishments. X will seek out adult help to resolve conflicts and seems to be aware of boundaries although he may not always be cautious. He is also independent in toileting and feeding at school. X's gross and fine motor skills were all described as age-appropriate and he reportedly moves confidently through his environment. He appears to retain information that is taught and participates in activities however his attention deteriorates as the group gets bigger. X is also able to match and sort by color, shape, and size and recognize and name colors. "X is a smart and adaptable kid. He plays well with others both parallel and group play. Right now it doesn't seem to impact his ability to get along with classmates. Going forward I fear that the distance between their patience and his ability to communicate will get wider and will start to become an issue. Many times I have to use context clues to understand what X is trying to explain or tell me about. He does also exhibit some inability to focus for set periods of time or keep his body still for things like circle time or music class. He is easy redirected into another chair/position."

### **Pure Tone Hearing Screening**

It is unknown whether X passed his newborn hearing screening. His hearing was initially evaluated by VA ENT on 10/30/15 however due to increased middle ear pressure it was felt that he may have had an ear infection and was referred to his pediatrician for examination. His hearing was re-tested on 11/09/15 and indicated normal hearing. Camden's hearing was also evaluated by the Richmond Public Schools audiologist on 03/16/16 and indicated hearing within the normal range bilaterally.

### **Oral Peripheral Examination**

Oral structures are:	<b>Satisfactory</b>	Unsatisfactory
	In need of further examination by	ENT Physician                      Dentist

Upon informal assessment there were no overt structural abnormalities noted that would appear to inhibit speech production abilities. X's overall oral strength and range of motion was judged to be grossly within normal limits.



## Age: 4:1

Date:

**Results:** This test was administered to assess production of consonants in the initial, medial, and final positions of single words. X achieved a standard score of 81 and a percentile rank of 12 indicating a mild delay based on the total number of errors exhibited. While it is important to note that some of X's sound errors continue to be within developmental expectations there were various sound errors that were a bit atypical. X also exhibited several phonological processes, or simplification patterns, including fronting of velars, gliding of liquids, and cluster reduction. It was also noted that X was not easily stimulable for the correct production of several developmentally appropriate and expected sounds. There were periods in which X's speech was understood however there were also times that his connected speech was difficult to decipher and heavily dependent on the contextual cues available. His conversational speech was judged to be approximately 75% understandable to this examiner as a new listener. While his teachers had reported that there is a noticeable difference and that his speech does not seem to be holding him back now, Mrs. X reported that he has begun to evidence more frustration at school and at home and will now stomp his feet and walk away seemingly more aware of his speech difficulty. At this time there does appear to be at least a mild to moderate articulation impairment that could be adversely impacting his ability to effectively relate information to others across a variety of contexts. Please see the next page for a description and examples of the phonological processes mentioned above.

Distortions: derhotic quality of final /r/

Blends: b/bl, bw/br, d/dr, s/fl, s/fr, d/gl, d/gr, t/kl, t/kr, s/kw, pw/pl, s/sl, s/st, s/sw, t/tr

Sound Production	1 No sound error(s) present or speech characterized by error(s) consistent with normal development	2 Speech characterized by sound error(s) less than one year below mental age and/or chronological age	3 Speech characterized by sound error(s) one to two years below mental age and/or chronological age	4 Speech characterized by sound error(s) more than two years below mental age and/or chronological age
Stimulability	1 Error sounds stimutable for correct production in several contexts	2 Target sounds stimutable in at least one context (correct 75-99%)	3 Although not correct, target error sounds closely approximate correct production (correct 50-74%)	4 Most target error sounds not stimutable for correct production (less than 50%)
Intelligibility	2 Overall connected speech intelligible	4 Connected speech intelligible although noticeably in error (less than 25% in error)	6 Connected speech occasionally unintelligible (25-50% in error)	8 Connected speech frequently unintelligible without gestures, cues, and/or knowledge of context (over 50%)
Effect on Education & Development	2 Speech does not interfere with social, emotional, educational and/or vocational functioning.	4 Speech has minimal impact on social, educational, emotional and/or vocational functioning	6 Speech interferes with social, educational, emotional and/or vocational functioning	8 Speech seriously limits social, educational, emotional and/or vocational functioning

6		7		8		9		10		11		12		13		14		15		16		17		18		19		20		21		22		23		24	
No Apparent Problem						Mild						Moderate						Severe																			
No Further Service						No Further Service Reevaluation, Monitoring Indirect or Direct SLS						Indirect SLS Direct SLS						Indirect SLS Direct SLS																			

### Recommended Service Delivery Options



## LANGUAGE

Student Name: XX

Age: 4:1

Date:

Tests of: *Pragmatics: Informal observation*

*Syntax: Preschool Language Scale- 5<sup>th</sup> Edition*

*Auditory Processing: Informal observation*

*Semantics: Preschool Language Scale- 5<sup>th</sup> Edition*

*Morphology: Preschool Language Scale- 5<sup>th</sup> Edition*

*See Back for Scores and Discussion*

**Achievement Score**

**or Intelligence Quotient**

**Date**

MEI Mathematics

%; Language arts

%

Date

This is a percentage of grade level objectives mastered, not a standard score or achievement test.

### Language: Communication Rating Scale

Numerical Comparisons of Expected & Actual Achievement, Chart 2, *if available*.

Formal Assessment I Comp. Test	.5 Standardized score: 1 SD below LQ or SS at 85 or more 17%tile or above Stanine 4 or above Delay of $\leq 25\%$	1 Standardized score 1-1.5 SD below mean LQ or SS of 78-85 7-17%tile Stanine 3 Delay of 25%	1.5 Standardized score 1.5-2 SD below mean LQ or SS of 70-77 3-6%tile Stanine 2 Delay of 25-33%	2 Standardized score >2 SD below mean LQ or SS below 70 Below 3%tile Stanine 1 Delay of >34%
Formal Assessment II/ Other Test	.5	1	1.5	2
Informal Assessment (Document in Writing)	1 Within expected performance range: Pragmatic Semantic Syntactic Morphologic Aud.process.	2 Skills mildly impaired in: Pragmatic Semantic Syntactic Morphologic Aud.process.	3 Moderately impaired in: Pragmatic Semantic Syntactic Morphologic Aud. process.	4 Severely impaired in: Pragmatic Semantic Syntactic Morphologic Aud.process.
Effect on Education & Development	2 Does not interfere with social, emotional, educational and/or vocational functioning	4 Has minimal impact on social, emotional, educational and/or vocational functioning	6 Interferes with social, emotional, educational and/or vocational functioning	8 Seriously limits social, emotional, educational and/or vocational functioning.

### Total Score Rating Scale

4	5	6	7	8	9	10	11	12	13	14	15	16
No Apparent Problem	Mild					Moderate					Severe	
No Further Service	No Further Service Reevaluation, Monitoring Indirect or Periodic SLS Direct SLS					Indirect SLS Direct SLS					Indirect SLS Direct SLS	

### Recommended Service Delivery Options



## Test Scores

On this instrument standard scores of 100 are considered to be the mean with a standard deviation of 15, meaning standard scores of 85 and above are considered to be within normal limits. The confidence interval indicates that there is a 95% chance that the standard score would have been within that range if tested again. Percentile ranks indicate the percentage of children in the standardization sample who earned a particular score or lower on the test. Age-equivalents indicate the typical age of the norm group that obtained a similar score.

### Preschool Language Scale- 5<sup>th</sup> Edition

	Standard Score	Confidence Interval	Percentile rank	Age-Equivalent
Auditory Comprehension	116	108-122	86	5 yrs.
Expressive Communication	94	88-101	34	4 yrs.
Total Language Score	105	99-111	63	4 yrs. 5 mo.

## Discussion

**Auditory Comprehension:** X received credit for multiple test items presented both at and above his age level including demonstrating an understanding of complex sentences, quantitative concepts, sentences with modified nouns, and for identifying advanced body parts, for recalling story detail, identifying story sequence, making inferences, identifying items that did not belong, and understanding false beliefs. He did not have difficulty with any test items presented through the five year, eleven month age range.

**Expressive Communication:** X again received credit for multiple test items presented both at and above his age level including answering questions logically, using possessives, describing object functions, answering questions about hypothetical events, using prepositions and possessive pronouns, and naming categories. He did not have difficulty with any test items presented through the five year, five month age range.



## VOICE

Student Name: XX

Age: 4:1

Date

Assessment Tool(s): Informal assessment

Results: Upon informal assessment X's voice quality was judged to be grossly within normal limits.

### Voice: Communication Rating Scale

Pitch	1 Within normal limits.	2 Noticeable difference in pitch which may be intermittent &/or with unusual inflectional pattern.	4 Persistent, noticeable, inappropriate changes of pitch for age and sex or evidence of diplophonia	Wilson Voice Profile  3 pitch 3 pitch 2 pitch
Intensity	1 Within normal limits	2 Noticeable difference in intensity which may be intermittent	4 Persistent, noticeable, inappropriate increase or decrease in intensity or presence of aphonia	3 laryngeal 2 intensity 2 intensity
Quality	1 Within normal limits	2 Noticeable difference in quality which may be intermittent	4 Persistent, noticeable, breathiness, glottal fry, harshness, tenseness, hoarseness, stridency or other abnormality	2 breathy 2 tension 3 laryngeal 2 laryngeal 3 laryngeal
Resonance	1 Within normal limits	2 Noticeable difference in nasality which may be intermittent	4 Persistent, noticeable, cul de sac: hyper, hypo, or mixed nasality	1 resonance 3 resonance 4 resonance
Duration of Air Flow Ass. With Vocalization	1 Within normal limits	2 Intermittent but noticeable difference in duration	4 Persistent, noticeable, inappropriate change in duration of sylls., wds., phrases &/or sent., in reading &/or speaking	
Effect on Education & Development	2 Voice does not interfere with soc., emo., ed., and/or voc. functioning.	4 Voice difference has minimal impact on soc., ed., and/or voc. functioning	6 Voice disorder interferes with soc., emo., ed., and/or voc. functioning.	8 Voice disorder seriously limits soc., emo., ed., and/or voc. functioning.

### Total Score Rating Scale

7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
No Apparent Problem			Mild					Moderate					Severe								
No Further Service (NFS)			NFS; Reevaluation Consultative/Classroom Direct SLS					Consultative or classroom SLS Direct SLS					Consultative or classroom SLS Direct SLS								

### Recommended Service Delivery Options



## FLUENCY

Student Name: XX

Age: 4:1

Date: / /

Assessment Tool(s): Informal assessment

**Normal**

**Dysfluent**

Rate:

**Normal**

**Too Rapid**

**Too Slow**

*Repetition  
Struggles*

*Prolongations  
Word-Finding/Cluttering*

*Hesitations  
Other*

*Interjections*

Comments: Upon informal assessment X's fluency of speech was judged to be grossly within normal limits.

### Rate & Fluency: Communication Rating Scale

Vocal Dysfluencies	1 Less than 5% or 3 dysfluencies/min.	2 5% or 3-6 dysfluencies/min.	3 6-15% or 7-13 dysfluencies/min.	4 15% or more or 14 or more dysfluencies/min.
Non-Vocal Secondary Behaviors	1 No associated behaviors	2 One associated behavior noticeable but not distracting to listener	3 One associated behavior noticeable & distracting to listener	4 Two or more associated behaviors noticeable & distracting to listener.
Tension	1 None or rare	2 Usual but mild	3 Severe	4 Very Severe
Duration of Pauses; Numbers of reiterations per utterance	1 Less than 1 second or Less than 4 repetitions per utterance	2 1 second or 4 repetitions per utterance	3 2 seconds or 5 repetitions per utterance	4 3 seconds or more or More than 6 reps. per utterance
Speaking Contexts & Environments	1 Not present in any single context/environment	2 Dysfluencies inconsistent or primarily in a single context/environment	3 Dysfluent in less than 3 contexts/environments but fairly consistent	4 Dysfluent in 3 or more contexts/environments or all speaking situations
Avoidance	1 Does not avoid	2 Usually not avoid speaking situations	3 Does avoid some speaking situations	4 Generally avoids most speaking situations
Effect on Education & Development	2 Fluency &/or rate do not interfere with ed., soc., emo., &/or voc. functioning	4 Fluency &/or rate have some impact on ed., soc., emo., &/or voc. functioning	6 Fluency &/or rate interfere with ed., soc., emo., &/or voc. functioning	8 Fluency &/or rate seriously limit ed., soc., emo., &/or voc. functioning

### Total Score Rating Scale

8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
No Apparent Problem			Mild						Moderate						Severe									
No Further Service (NFS)			NFS; Reevaluation, Monitoring Indirect or Periodic SLS Direct SLS						Indirect SLS Direct SLS						Indirect SLS Direct SLS									

### Recommended Service Delivery Options



## **PROGRAM CAPACITY**

Therapy Resources, Inc. currently provides SLP services to Henrico County Public Schools and has provided services for the past 13 years.

Our current staff working for Henrico County Public Schools:

Full Time (37.5 hours per week per therapist)	4 SLPs
Part Time: (22.5 hours per week per therapist)	2 SLPs
(7.5 hours per week)	1 SLP
Total:	202.50 Hours

We are currently recruiting to potentially provide additional staff.



## **IMPLEMENTATION OF SERVICES**

- Therapy Resources, Inc. currently has 4 full time and 3 part time SLPs working for Henrico County Public Schools.
- This is a distinct advantage to both the students and respective schools as it ensures continuum of service delivery and compliance of VDOE regulation and guidelines governing Special Education.
- Therapist will work with their designated schools and the Department of Exceptional Education in order to be updated in accordance with Henrico County Public Schools policy and procedures as well as any new changes in Individuals with Disabilities Education Improvement Act and all the FERPA and HIPAA regulations



## STATEMENT OF WORK

- Therapy Resources, Inc. will provide qualified SLPs to begin services August 30, 2021 utilizing existing therapists.
- TRI staff will provide a therapy schedule to students and teachers within one week of implemented services.
- TRI staff will maintain TRI daily timesheets of hours worked.
- The Speech/Language Pathologist will be responsible for the following:
  - Provide direct, indirect, and/or consultative classroom based and/or pull-out services.
  - Evaluating, and re-evaluating student and providing all pertinent documentation.
  - Participating in IEP, eligibility and child study meetings.
  - Keeping daily logs of speech/language sessions.
  - Keep daily progress reports.
  - Provide daily Medicaid Billing.



## **COMPLIANCE REQUIREMENTS**

TRI will comply with the following:

- Maintaining all records in accordance with the policies and procedures of Henrico County Public Schools.
- Ensuring that all student records will remain the property of Henrico County Public Schools.
- Conduct services in compliance with all applicable standards, laws, ordinances, codes of the state, federal, and county government and adhere to all discrimination laws as they relate to hiring staff and delivery of service.
- Conduct services at all times in a professional matter.
- All services will be performed by TRI employees that have been approved by the Speech Language Department Chair with the Henrico County Public Schools.
- Consistently provide services that are consistent with the Speech/Language Code of Ethics.



## **CASE MANAGEMENT**

Therapy Resources, Inc. shall provide the following documentation guidelines and parameters.

- Coordinate all services with the liason from the office of Exceptional Education of Henrico County Public Schools.
- Daily documentation and attendance logs.
- Provide written reports for the follows:
  - 4 ½ week Interim Report
  - Nine week updates of IEPs
  - End of year reports
- Conduct student assessments as directed by the SLP Department Chair of Henrico County Public Schools.



## **PROJECT MANAGEMENT**

- All SLPs, CFs, and Assistants working for Henrico County Schools will be employees of TRI, but will adhere to the policies and procedures of Henrico County Schools, reporting to the designated person of each appointed school as well as the SLP Department Chair.
- Jennifer Redmond, Director of Operations, would function in the above role in the absence of Debra Powell-Roberts as well as day to day communication with therapists regarding equipment/material requests. Jennifer is also responsible for issuing monthly invoices.
- Debra Powell-Roberts, President of Therapy Resources, Inc., would be designated as the coordinator to handle and assist in any and all problems concerning administration, communications and relations with Henrico County Schools Director of Special Education and Student Services or designee.
- Conflict Manager/Resolution is handled through the SLP Department Chair and Director of Therapy Resources, Debra Roberts, and the employee. In the event a replacement is found necessary, TRI will provide any and all form of recruitment to replace the SLP. During the recruitment phase, TRI will work with SLP Department Chair, and SLP to develop steps to rectify the disciplinary issue.



## **ROLE OF HENRICO COUNTY PUBLIC SCHOOLS**

- Henrico County Public Schools will monitor delivery of services provided to students.
- Provide ongoing administrative support and assist with conflict resolutions.
- Will ensure payment for services as agreed upon. Therapy Resources, Inc. acknowledges that distribution of funds will be contingent upon required documentation and fulfillment of delivery of services.
- There are no documents for Henrico County Public Schools to sign.
- Therapy Resources, Inc. will utilize Henrico County Public Schools' contract.



## **TRAINING, SUPPORT AND CONTINUING EDUCATION**

- Therapist are given a yearly continuing education stipend to:
  - Ensure they are fulfilling license requirements
  - Develop and increase skills
  - Choose courses, seminars relevant to their respective school setting
- Management and office staff are trained in Medicaid Billing and are available to staff for training as deemed necessary.
- All staff are under a yearly contract that states they are to complete the school year.
- In the event, due to unforeseen circumstances that our staff is asked to leave or terminates their contract, TRI will use all necessary recruiting tools to fill the position through mailings, data base review, internal advertising, and SLP social media sites.



## **PRICING**



**ATTACHMENT G**  
**Proposed Pricing Form**

**Fixed Hourly Rate for Speech Language Pathologist (SLP):**

\$ 66.44

**Optional:**

**Fixed Hourly Rate for Clinical Fellows (SLP-CF):**

\$ 66.44 (\$65 if HCPS provides supervision)

**Fixed Hourly Rate for Speech Assistants (SLPA):**

\$ 59